AMENDMENTS TO THE CLAIMS

A detailed listing of all claims that are, or were, in the present application, irrespective of whether the claim(s) remain(s) under examination in the application is presented below. The claims are presented in ascending order and each includes one status identifier Those claims not cancelled or withdrawn but amended by the current amendment utilize the following notations for amendment: 1. deleted matter is shown by strikethrough for six or more characters and double brackets for five or less characters; and 2. added matter is shown by underlining.

1-14. (Canceled).

15. (Previously Presented) An electronic prediction system for assessing a suitability of job applicants for an employer, the electronic prediction system comprising:

a plurality of terminals connected to the Internet and accessible by the applicants;

an applicant screening server connected through the Internet to the terminals, the applicant screening server having a testing computer program and storing test data;

a statistical correlation system for validating a set of application questions by statistically correlating job performance ratings of a plurality of workers who were hired with previous responses given by the plurality of workers to application questions before the plurality of workers were hired;

a website identified by a uniform resource locator indicated in an employer job advertisement, the website configured to present application questions to the applicants at the terminals and to receive applicant responses entered at the terminals in response to presentation of the application questions, the application questions comprising:

requirements questions eliciting information on whether the applicants meet employment requirements; and

a set of validated questions validated by the statistical correlation system, the set of validated questions being a short subset of a larger in-depth assessment, the short subset being selected to present a job-related pre-screen that can be presented at the terminals faster than presenting all questions in the larger in-depth assessment;

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a scoring system for automatically scoring the applicant responses in real time, the scoring system comparing applicant responses for requirements questions to employer requirements and being validated to predict both performance and turnover potential;

a scoring database connected to the applicant screening server;

an applicant input system located on the employer's premises and configured to administer an in-depth assessment to an applicant at the employer's premises after the applicant has come to the employer's premises and logged on; and

a viewing system for permitting the employer to view applicant results from the electronic prediction system and the applicant's rank order, the applicant results providing information on applicants who have a high probability of performing successfully and not terminating early.

16.   (Currently Amended) An electronic prediction system for assessing a suitability of job applicants for an employer, the electronic prediction system comprising:

a plurality of terminals connected to the Internet and accessible by the applicants;

an applicant screening server connected through the Internet to the terminals, the applicant screening server having a testing computer program and storing test data;

~~an employer job advertisement identifying a uniform resource locator;~~

a statistical correlation system for validating a set of application questions by statistically correlating job performance ratings of a plurality of workers who were hired with previous responses given by the plurality of workers to application questions before the plurality of workers were hired;

a resource identified by [[the]] a uniform resource locator, the resource configured to present application questions to the applicants at the terminals and to receive applicant responses entered at the terminals in response to presentation of the application questions, the application questions comprising:

requirements questions eliciting information on whether the applicants meet employment requirements; and

validated questions validated by the statistical correlation system;

a scoring system for automatically scoring the applicant responses in real time, the scoring system being validated by the statistical correlation system to predict both performance and turnover potential;

a scoring database connected to the applicant screening server; and

a viewing system for permitting the employer to view applicant results from the electronic prediction system and the applicant's rank order, the applicant results providing information on applicants who have a high probability of performing successfully and not terminating early.

17.   (Previously Presented) An electronic prediction system for assessing a suitability of job applicants for an employer, the electronic prediction system comprising:

a plurality of terminals connected to the Internet and accessible by the applicants;

an applicant screening server connected through the Internet to the terminals, the applicant screening server having a testing computer program and storing test data;

a statistical correlation system for validating a set of application questions by statistically correlating job performance ratings of a plurality of workers who were hired with previous responses given by the plurality of workers to application questions before the plurality of workers were hired;

a resource identified in an employer job advertisement, the resource configured to present application questions to the applicants at the terminals and to receive applicant responses entered at the terminals in response to presentation of the application questions, the application question comprising:

requirements questions eliciting information on whether the applicants meet employment requirements; and

validated questions validated by the statistical correlation system;

a scoring system for automatically scoring the applicant response in real time, the scoring system being validated to predict both performance and turnover potential;

a scoring database connected to the applicant screening server; and

a viewing system for permitting the employer to view applicants results from the electronic prediction system and the applicant's rank order, the applicant results providing information on applicants who have a high probability of performing successfully and not terminating early.

18.   (Previously Presented)   A computer-implemented method of screening and selecting persons for a position for an employer comprising:

using an online screening solution to automatically determine if a given candidate is suitable for the position in response to a plurality of questions asked as part of the online screening solution;

having a service provider other than the employer design an online selection solution having questions related to a plurality of competencies related to the position, the online selection solution being distinct from the online screening solution and including questions other than survey and skill questions which have answers that are validated and correlated by the service provider as being predictive of success for the position;

for candidates who are determined by the online screening solution to be suitable for the position, using the online selection solution hosted by the service provider to automatically create a rank order of applicants from the candidates based at least in part on responses of the candidate as compared to the validated and correlated answers to questions in the online selection solution for the plurality of competencies; and

making the rank order of such applicants available online to the employer as a dynamic filter for aiding in the selection of applicants for the position.

19.   (Previously Presented) The computer-implemented method of claim 18, further comprising:

automatically rank ordering those candidates from the online screening solution; and

making the rank ordering of those candidates from the online screening solution available online to the employer.

20.   (Previously Presented) The computer-implemented method of claim 19, further comprising:

     permitting the employer to select which of those candidates from the online screening solution are permitted to use the online selection solution.

21.   (Previously Presented) The computer-implemented method of claim 18, wherein:

     the step of using the online screening solution is performed without proctoring; and

     the step of using the online selection solution is performed with proctoring.

22.   (Previously Presented) The computer-implemented method of claim 18, wherein the step of designing the online selection solution comprises:

     including scorable questions for factors other than background, knowledge and skills of the applicants as factors that may be correlated and validated with at least one of the plurality of competencies.

23.   (Previously Presented) The computer-implemented method of claim 18, wherein:

     the step of using the online screening solution is accomplished by making the online screening solution accessible to candidates via at least one of an Internet website and an interactive telephonic interface.

24.   (Previously Presented) The computer-implemented method of claim 18, wherein:

the step of using the online screening solution includes presenting at least one knockout question to an applicant whereby the applicant is determined to be unsuitable for the position based on a response to a single question that forms the knockout question.

25.   (Previously Presented) The computer-implemented method of claim 18, wherein the step of designing the online selection solution comprises:

utilizing a plurality of separably scorable sections of questions.

26.   (Previously Presented) The computer-implemented method of claim 25, wherein the step of using the online selection solution further comprises:

scoring each scorable section upon completion by the applicant; and

presenting questions for a next scorable section only if the applicant has successfully passed a previous scorable section.

27.   (Previously Presented) The computer-implemented method of claim 26, further comprising:

providing a customized message to the candidate based on whether the applicant passed the previous scorable section.

28.   (Previously Presented) The computer-implemented method of claim 25, wherein the step of designing the online selection solution comprises:

utilizing a first set of questions correlated to customer service;

utilizing a second set of questions correlated to working with information; and

utilizing a third set of questions correlated to sales potential.

29.   (Previously Presented) The computer-implemented method of claim 28, wherein the step of using the online selection solution further comprises:

as part of the rank order that is automatically created, generating scores for each of the first, second and third sets of questions to predict performance, potential and tenure of the applicants.

30.   (Previously Presented) The computer-implemented method of claim 18, further comprising:

providing a customized message to the candidate based on the online screening solution determining whether the candidate is suitable for the position or not.

31.   (Previously Presented) A computer-implemented method of screening candidates for a position for an employer comprising:

having a service provider other than the employer design an online solution having a plurality of scorable sections of questions each related to a competency other than background, knowledge and skills of the candidates, wherein the questions have answers that are validated and correlated as being predictive of success for the position in terms of at least one of performance, potential and tenure of the candidates;

using the online solution to automatically create a rank order of candidates for the position based at least in part on responses of the candidate as compared to the validated and correlated answers to questions in the online solution, wherein the rank order includes scores for each of the plurality of scorable sections; and

making the rank order of such candidates available online to the employer as a dynamic filter for aiding in the screening of candidates for the position.

32.   (Previously Presented) The computer-implemented method of claim 31, wherein:

the step of using the online solution is accomplished by making the online solution accessible to candidates via at least one of an Internet website and an interactive telephonic interface.

33.   (Previously Presented) The computer-implemented method of claim 31, wherein:

the step of using the online solution further includes presenting at least one knockout question to a candidate whereby the candidate is determined to be unsuitable for the position based on a response to a single question that forms the knockout question.

34.   (Previously Presented)   A computer-implemented method of screening candidates for a position for an employer comprising:

having a service provider other than the employer design an online solution having a plurality of scorable sections of questions each related to a competency other than background, knowledge and skills of the candidates, wherein the questions have

answers that are validated and correlated as being predictive of success for the position in terms of at least one of performance, potential and tenure of the candidates;

using the online solution to automatically create a rank order of candidates for the position based at least in part on responses of the candidate as compared to the validated and correlated answers to questions in the online solution and including performing the steps of:

scoring each scorable section upon completion by the candidate; and

presenting questions for a next scorable section only if the candidate has successfully passed a previous scorable section; and

making the rank order of such candidates available online to the employer as a dynamic filter for aiding in the screening of candidates for the position.

35.   (Previously Presented) The computer-implemented method of claim 35, further comprising:

providing a customized message to the candidate based on whether the candidate passed the previous scorable section.